



# ***Civilian Human Resource Management Update***

**Presented by:**

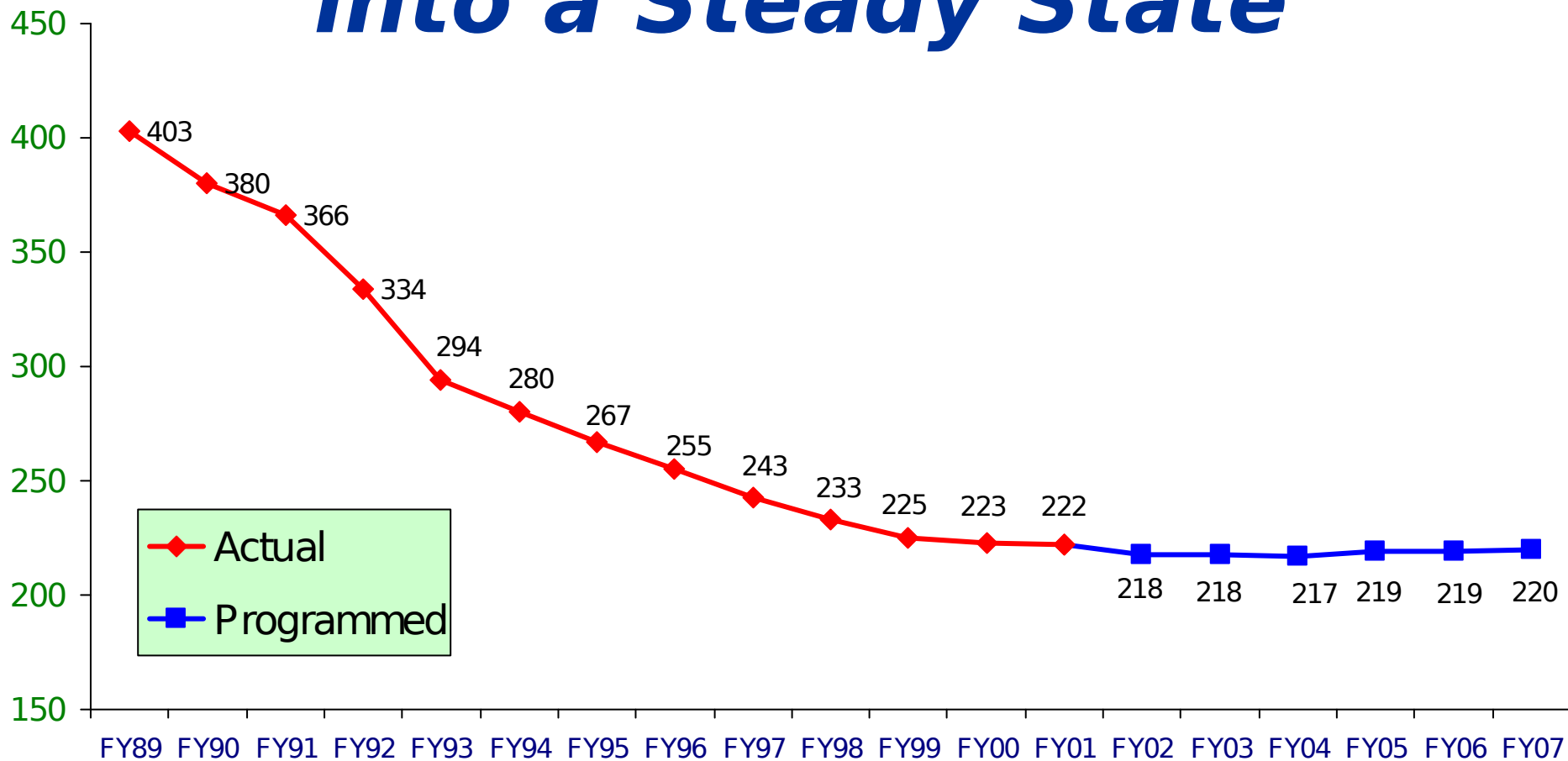
***Mr. Patrick Moylan***

***Chief, ACTEDS Intern Management Branch  
North Central CPOC  
Rock Island, Illinois***

***Minority College Relations Conference  
July 29, 2002***

***"Collaborative Strategies for the Army After Next"***

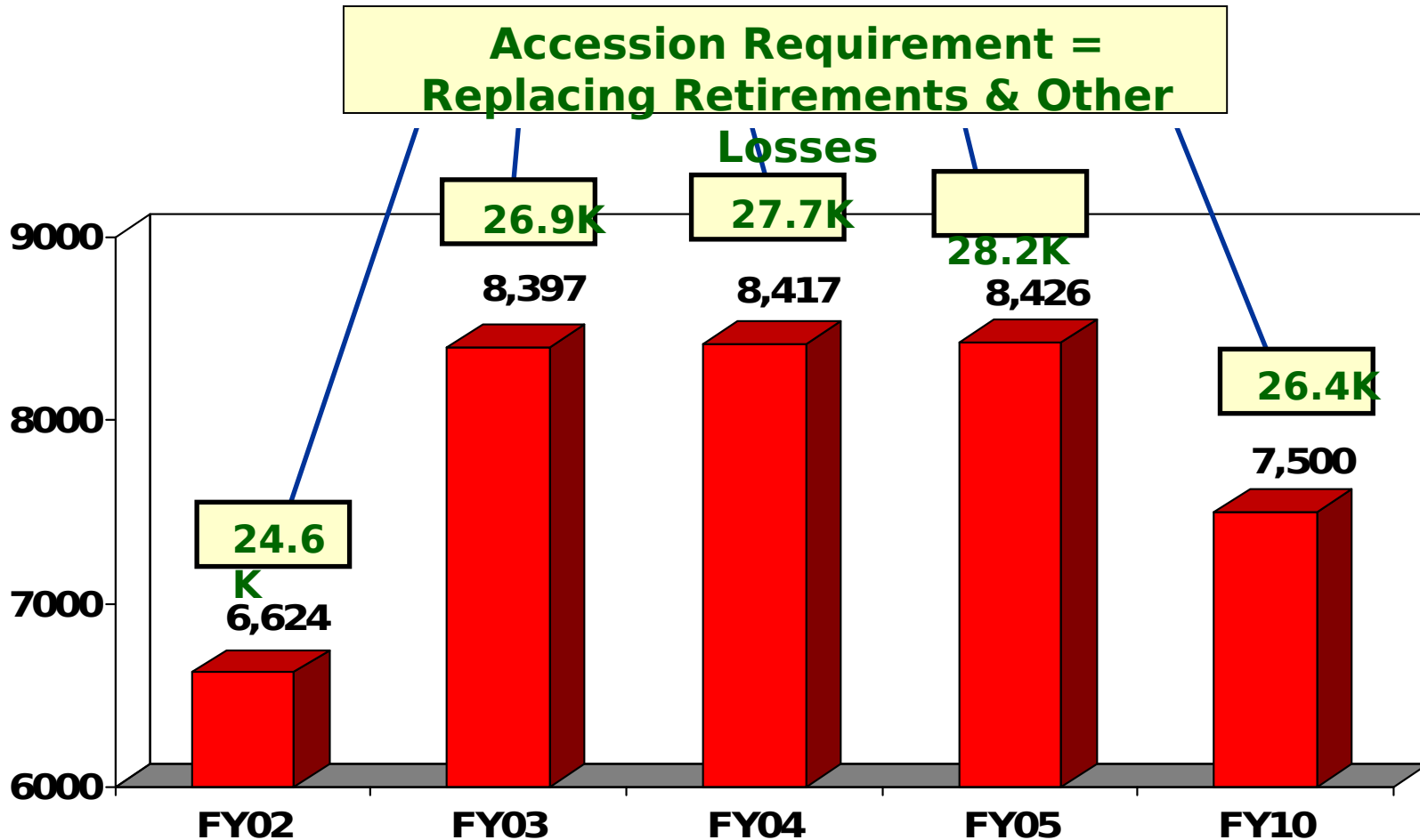
# ***Transitioning into a Steady State***



End Strength in Thousands (000)

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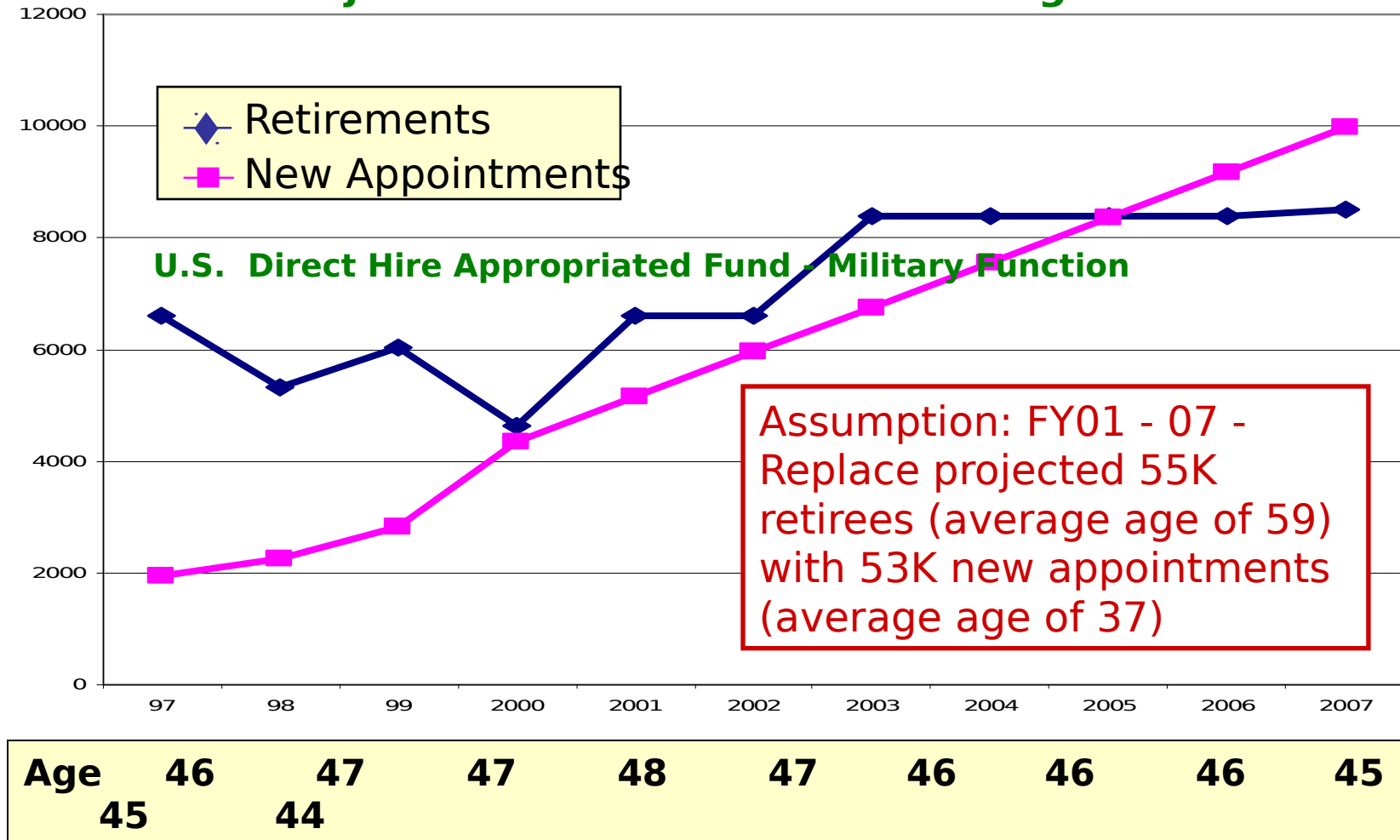
# Projected Retirements



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# Aging Workforce

## Projected Gains and Losses through FY07



**Average age can be reduced by balancing new appointments to retirements.**

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# ***Army Civilian Trends***

Appropriated Fund Employees (Military and Civil Functions).

***FY90***

***FY01***

Army National Guard excluded.

***Minorities***

25%

27%

***Females***

42%

40%

+ WG Employees excluded.

***College-Degree\****

34%

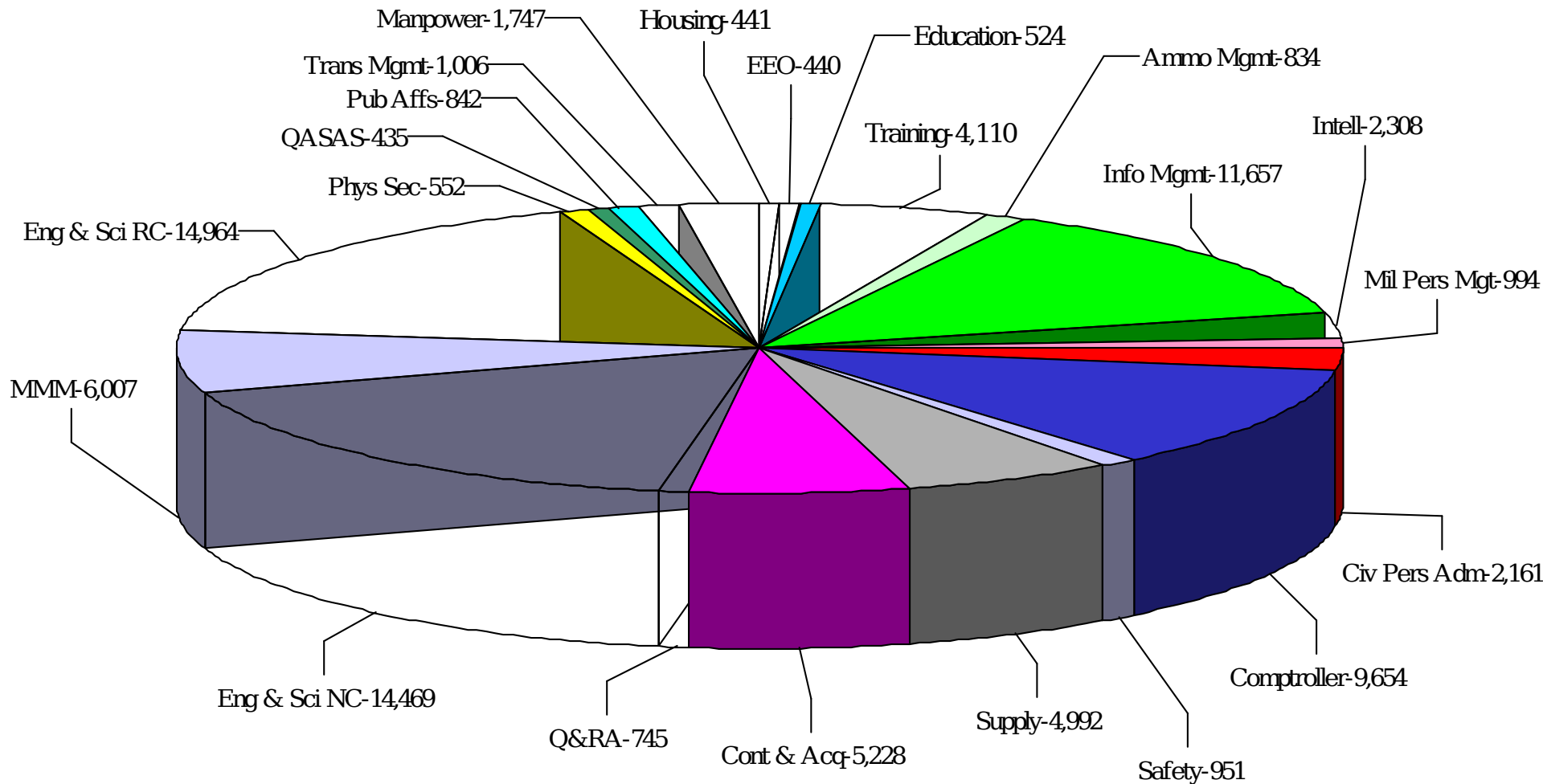
40%

***\*Bachelor's Degree or above***

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# Department of Army - Civilian Career Program

**Strength**  
**Total Strength: 85,061 as of ME Dec. 2001**



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# ***Progression Planning Army Central Training, Education & Development***

## **ACTEDS**

**Sequential and Progressive  
Development of Civilians From  
Entry Level to Key Positions,  
Similar to the Military System**

**Objective: High Performing  
Civilian Members of the Force**

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# **CIVILIAN CAREER INTERN PROGRAM**

- ✓ **Planned entry-level intake to develop a high-quality, diverse feederline for Army's professional civilian work force**
  - ✓ **Quality: 74% with undergraduate degree or better**
  - ✓ **Diversity: 31% minorities; 40% women**  
**(data source: FY01 new hires)**
  - ✓ **Retention: over 25 years, 60% stayed with Army**
- ✓ **SCOPE**
  - ✓ **Supports 21 career programs with over 150 civilian occupations**
  - ✓ **Training occurs world-wide**
  - ✓ **2 to 3-year structured institutionalized and on-the-job training**
  - ✓ **Intake at the GS-5 or GS-7; Target GS-9 or GS-11 grade levels**
  - ✓ **Mandatory Mobility Agreement**



# Marketing Army's Intern Program

## Minority College Recruitment

Career & Job Fairs (50 events per year)

## Army Interns

Females:	45%	Hispanics:	7.2%
Minorities:	37%	Asian:	6.2%
Black:	23%	American Indian:	.6%

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# Civilian Recruiting, Advertising & Marketing

## Recruiting Situation:

- Tight labor market with skill shortages
- ▢ Recruiting hampered by --
  - ▢ Pay & benefits limitations
  - ▢ Slow, cumbersome hiring system
- ▢ Accession requirements will increase

▢ Retirement bubble (1st

Retirement

wave begins in FY03)

▢ End of drawdown ("1-for-1"

FY99	FY00	FY01	FY02*	FY03*	FY04*	FY05*	FY06*	FY07*
.07 M	.26 M	1.2 M	2.5 M	2.7 M	2.7 M	2.8 M	2.8 M	2.9 M

\* Programmed

## Our Plan

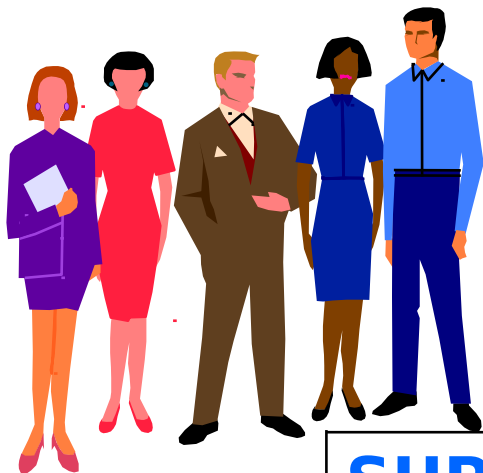
- ▢ Launch aggressive advertising/ marketing campaign (FY02) - \$8M required to be successful 2.5 programmed
- ▢ Implemented plan
- ▢ Support FY04-08

▢ Document accession requirements and validate approach

▢ Define metrics for success

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# CIVILIAN LEADERSHIP TRAINING



## **CORE CURRICULUM**

**(AR 690-400, Chapter  
410/413)**

### **INTERN**

- ★ ILDC (Intern Leadership Development Course ) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

★ Mandatory

### **SUPERVISOR**

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

SUSTAINING BASE LEADERSHIP & DEVELOPMENT (SBLM)  
ARMY MANAGEMENT STAFF COLLEGE

DEFENSE LEADERSHIP AND MANAGEMENT PROGRAM  
SENIOR SERVICE COLLEGE

### **MANAGER**

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

### **EXECUTIVE**

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- ★ APEX SES Orientation (Resident)

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# **Additional Programs for College Students**

**Student Career Experience Program (SCEP)  
aka Co-operative Education  
Program**

**Student Aid Program**

**Summer Hire Program**

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# ***US ARMY***

## ***AN EMPLOYER OF CHOICE!!***

***THANK YOU!***



***QUESTIONS?***

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